

SB 358 - Fair Pay Act of 2015

An Advocate's Perspective

www.equalrights.org



The problem:

A persistent gender wage gap drains economic security



Overall Gender Gap (CA) =
84 cents/dollar

Total Loss: \$39 Billion/year

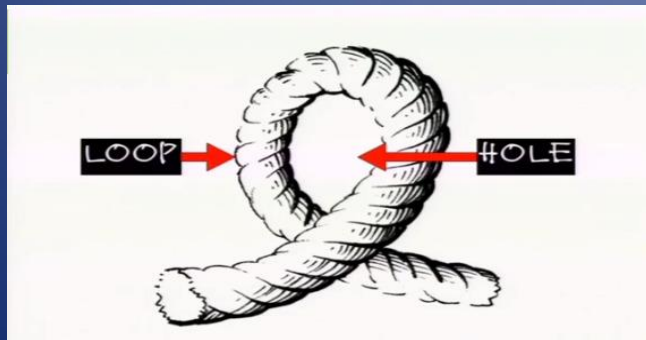


Legal and Social Barriers to Equal Pay



- *Lack of pay transparency, poor access to information*

Pay secrecy and fear of retaliation



Legal loopholes and defenses, exceptions that swallow the rule

How can we make equal pay RIGHTS REAL?



SB 358: California Fair Pay Act

amends the CA Equal Pay Act to:

- Eliminate the “same establishment” requirement
- Require equal pay for employees performing substantially similar work
- Clarify the employee’s and employer’s burdens of proof under the EPA
- Narrow the catch-all “bona fide factor other than sex” exception
- Require employers to show that factor(s) account for the entire pay differential
- Prohibit retaliation or discrimination against employees who disclose, discuss, or inquire about their own or co-workers’ wages.

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